

Join Our Team

If you are an independent consultant and are interested in expanding your business and your income stream, we would like to talk with you about **joining our team!** By becoming a distributor of 20/20 Insight Gold and/or Vital Learning, you will be providing valuable tools for your clients and also earning additional income for your business.



Founded in 1987 and based in Newport News, Virginia, Performance Support Systems, Inc. (PSS) publishes state-of-the-art feedback and self-development tools. The company's aim is to create personal growth products that are so engaging, versatile, easy to use and affordable that people everywhere will use them to achieve their full potential. LaMountain & Associates has been affiliated with PSS as a 20/20 Insight Associate since 1994 and is a distributor for 20/20 Insight, a uniquely flexible, affordable, and customizable assessment and development tool. [Click on 360 Feedback for more information.](#)

Established in 1989, the primary purpose of Vital Learning is the development and acquisition of extraordinary, practical, corporate training programs. Vital Learning focuses on training in four areas: Leadership, Sales, Service, and Productivity. Its award-winning "blended curriculum" is available online, in workbooks, and through classroom training. LaMountain and Associates has been a Vital Learning Affiliate since 2005 and is a distributor of Vital Learning products. [Click on Training for more information.](#)



Expand your consulting business.

HR professionals value expertise in 360 Feedback and knowledge of the most effective ways to integrate 360 Feedback with creative learning approaches and one-on-one coaching. You will gain new clients and new opportunities to expand your consulting services through offering 20/20 Insight and Vital Learning products.

Add major new revenue streams.

20/20 Insight Associates earn profits and bonuses from sales of 20/20 Insight products and for referring other consultants. Associates purchase the product at wholesale from PSS and resell it to their clients at retail. Vital Learning Affiliates also purchase at wholesale prices and profit by reselling products to end-users in the Training and Development market.

Enjoy supportive business alliances.

20/20 Insight Associates and Vital Learning Affiliates are independent consultants who enter into formal alliances with PSS and Vital Learning for mutual benefit. They'll work with organizations that are committed to providing leading-edge products and developing long-lasting, rewarding relationships with consultants around the world. There are opportunities to affiliate and network with other professionals through a listserv, training events, extensive marketing support tools, and conferences.

Use high-quality tools.

PSS assessment and self-development systems are so technologically advanced, easy to use, versatile, affordable, and graphically exciting that success-oriented organizations world-wide purchase and use them to achieve the full potential of their people. LaMountain and Associates, a national leader in effective use of 360 Feedback systems, has utilized 20/20 Insight with hundreds of satisfied customers since 1994. In 2005, LaMountain & Associates also began using the Vital Learning award-winning *Supervision Series* to enhance its 360 Feedback and coaching services. Vital Learning has provided performance development for over a million learners worldwide. In 1996, the company won the *Human Resource Executive* magazine's "Best New Product for 1996".



Train-to-Ingrain is an integrated reinforcement-based development *process* that creates permanent, measurable improvements in individual performance through administering pre-course and post-course behavioral assessment with 20/20 Insight and through training leaders with the Vital Learning *Supervision Series*. Independent consultants who become both 20/20 Insight Associates and Vital Learning Affiliates qualify as Train-to-Ingrain Consultants and are able to purchase both products at higher discounts. To learn more about the Train-to-Ingrain approach, read our [1-page document](#) on "**Developmental Programs that Achieve Permanent Changes in Behavior and Improve Workplace Performance.**"

For more information about the 20/20 Insight Associate Program, the Vital Learning Affiliate Consultant Program, or becoming a Train-to-Ingrain Consultant, please contact us at info@lamountaincoaching.com or (804) 355-3874.